



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

March 3, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of March 2, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 423 employees at KDMC. Of this number, 218 actions have resulted in discharges or resignations. A total of 50 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed nine cases and have opened seven additional cases. As a result, our open caseload is currently 52 (detailed summary information is contained in Attachments I and II).

Two new cases were opened involving two dental residents who were allegedly required to restrain an agitated patient. One new case was opened involving a nurse who allegedly allowed her license to expire. Investigations have been initiated regarding both matters.

### **RECRUITMENTS**

The KDMC Career Day event held on Saturday, February 25, 2006 attracted almost 400 attendees. More than 50 clerical candidates were administered the written examination for Intermediate Clerk, Typist Clerk and Intermediate Typist Clerk. Positive feedback regarding the event was received from job applicants and KDMC hiring managers.

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Three new hires are scheduled to start on March 6, 2006 (one Clinical Nursing Specialist for the Psychiatric Department; one Relief Nurse for the Emergency Department; and one Relief Nurse for the Nursing Pool). Six Registered Nurses have also been promoted this week, including: one Supervising Staff Nurse I for Pediatrics; one Supervising Staff Nurse I for ICU; one Supervising Staff Nurse I for Medical/Surgical; one Supervising Clinic Nurse I for the Comprehensive Health Clinics; one Staff Nurse for the Emergency Department; and one Interim Permittee for the Emergency Department.

If you have any questions, please call me.

MJH:STS  
SBH:ck

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Joanne Sturgess  
John R. Cochran III  
Antionette Smith Epps

G:KDMCSTATUSMEMO FINAL 030306

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 03/02/06**

**Dated: 3/2/2006**

Closed Cases -	786
Open Cases -	52
Referred Cases -	12
Grand Total =	850

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	3	29	0	28	70
Discharges of Probationers	0	5	6	1	9	21
Suspensions (6 - 30 Days)	4	11	45	4	34	98
Suspensions (1 - 5 Days)	8	7	22	1	15	53
Reprimands	7	1	22	2	14	46
Warnings	0	1	1	3	3	8
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	10	75
<b>Release of Temporary Employee</b>	11	1	32	0	7	51
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>59</b>	<b>38</b>	<b>188</b>	<b>17</b>	<b>121</b>	<b>423</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	9	38	43	29	142
<b>Total Actions Taken</b>	<b>82</b>	<b>47</b>	<b>226</b>	<b>60</b>	<b>150</b>	<b>565</b>

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**

Period: 01/26/04 – 03/02/06

Dated: March 2, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal Discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	3	1	0	4
Suspension (1 - 5 Days)	6	2	0	8
Reprimands	5	2	0	7
Warnings	0	0	0	0
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	11	0	0	11
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	50	8	1	59

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total of Action Taken</b>	70	8	2	82